



# PUBLIC NOTICE

**Federal Communications Commission**  
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Washington, DC 20554

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DA 23-917

Released: October 6, 2023

## ENFORCEMENT BUREAU ANNOUNCES 2023 MVPD EEO AUDITS

On October 6, 2023, the Enforcement Bureau issued the second set of Equal Employment Opportunity (EEO) audit letters for 2023, which were sent to randomly selected multichannel video programming distributors (MVPDs). In accordance with sections 73.2080(f)(4) and 76.77(d) of the Commission's rules,<sup>1</sup> the Commission annually audits the EEO programs of randomly selected broadcast licensees and MVPDs. Each year, approximately five percent of all broadcast stations and MVPDs are selected.<sup>2</sup>

A list of the MVPD employment units included in this audit and the text of the October 6, 2023 letter appear on the following pages, which are also located at the Enforcement Bureau's EEO headline page at: <https://www.fcc.gov/enforcement/eb-eeo/equal-employment-opportunity-headlines>. Responses to the audit letter are due no later than November 6, 2023, and must be submitted via the Commission's Electronic Comment Filing System (ECFS) in Docket Number 23-327, which can be found at: <http://apps.fcc.gov/ecfs>.

Please be advised that, in contrast with past practice, the Enforcement Bureau will no longer issue letters to MVPDs upon completion of our review of audit responses. If questions arise during staff review, the Enforcement Bureau will contact the employment unit.

Enforcement Bureau Contact: [EB-EEO@fcc.gov](mailto:EB-EEO@fcc.gov) or 202-418-1450

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<sup>1</sup> 47 CFR §§ 73.2080(f)(4), 76.77(d).

<sup>2</sup> The Enforcement Bureau sent an EEO audit letter to broadcasters earlier this year. See *Enforcement Bureau Commences 2023 EEO Audits*, Public Notice, DA 23-232, 2023 WL 3151992 (EB Apr. 24, 2023).



**Federal Communications Commission**  
Washington, D.C. 20554

**October 6, 2023**

Attn: Employment Unit ID # XXXXX

1. In accordance with 47 CFR § 76.77(d), employment unit # XXXXX (the Unit) has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. A copy of section 76.77 of the Federal Communications Commission (FCC or Commission) rules as well as other rules referenced in this letter are available here: <https://www.fcc.gov/enforcement/eb-eeo/equal-employment-opportunity-rules>.

**2. Audit Data Requested.**

(a) If the Unit has fewer than six full-time employees (defined by section 76.75(h) as employees regularly assigned to work 30 hours a week or more), it must provide only a list of the Unit's full-time employees identified by job title (no personal names should be provided), the number of hours each is regularly assigned to work per week, and a response to question 2(b)(vi) below.

(b) If the Unit employs six or more full-time employees, it must provide the following information in response to this letter, including an explanation regarding any information the Unit is unable to provide:

(i) The Unit's most recent EEO program information, described in 47 CFR § 76.1702(b), which was required to be placed in the Unit's public file by October 2, 2023<sup>3</sup> (2023 EEO Public File Report). If the Unit maintains a website, provide its website address. If the Unit's 2023 EEO Public File Report is not posted to that website, as required by 47 CFR § 76.1702(b), explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit's 2023 EEO Public File Report is linked.

(ii) For each full-time position filled during the period covered by the 2023 EEO Public File Report, or since acquisition of the Unit (if such acquisition occurred during that period), dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in 47 CFR § 76.75(c)(3). However, to reduce the burden of responding to this audit, if a job notice was sent to multiple sources, the Unit may provide: (1) documentation showing one such notice was sent; (2) a list of the sources to which the Unit sent the notice; and (3) a statement confirming notices to all additional sources used to announce the vacancy were retained, as required by section 76.75(c). Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of its job openings, as described in 47 CFR § 76.75(b)(1)(ii).

(iii) The date that each full-time position was filled during the period covered by the 2023 EEO Public File Report and the recruitment source that referred the hire, as described in 47 CFR § 76.75(c)(6).

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<sup>3</sup> Because September 30, 2023 falls on a weekend, the deadline is moved to the next business day, Monday, October 2, 2023. See 47 CFR § 1.4.

(iv) In accordance with 47 CFR § 76.75(c)(5), the total number of interviewees for each vacancy, and the referral source for each interviewee for all full-time unit vacancies filled during the period covered by the 2023 EEO Public File Report.

(v) Dated documentation demonstrating the Unit's performance of recruitment initiatives described in 47 CFR § 76.75(b)(2) during the period covered by the 2023 EEO Public File Report, such as participation at job fairs, events with educational institutions, and mentoring and training programs for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the Unit's total number of full-time employees and state whether the population of the market in which the Unit is located is 250,000 or more. Based upon these two factors, determine and state whether the unit is required to perform one or two recruitment initiatives within a 12-month period, pursuant to 47 CFR § 76.75(b)(2). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., one or two points worth. If any documentation provided appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation, the Commission may ask for additional verification.

(vi) Any pending or resolved complaints involving the Unit filed during the past five years before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, age, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the name(s) of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. All complaints must be reported, regardless of status or disposition.

(vii) In accordance with 47 CFR § 76.75(f), a description of the Unit's efforts to analyze its recruitment program to ensure that it is effective in achieving broad outreach and how the unit has addressed any problems found as a result of such analysis.

(viii) In accordance with 47 CFR § 76.75(g), a description of the Unit's efforts to analyze its EEO policies and employment practices to examine seniority, promotions, pay, benefits, selection techniques, and tests to ensure that they provide equal opportunity and do not have a discriminatory effect and, if the Unit has one or more union agreements, a description of how the unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants. Address any problems found as a result of this 47 CFR § 76.75(g) analysis and how the Unit has resolved them.

### 3. Procedures.

(a) **The response to this audit letter must be received by the Commission by no later than November 6, 2023.** Do NOT send paper copies of your response. Responses must be submitted via the Commission's Electronic Comment Filing System (ECFS), found at <http://apps.fcc.gov/ecfs>, in Docket Number 23-327. ECFS assistance is available by contacting the ECFS Help Desk at (202) 418- 0193 or via e-mail at [ECFSHelp@fcc.gov](mailto:ECFSHelp@fcc.gov).

(b) The accuracy and completeness of the response must be certified by an authorized officer, partner or other principal of the owner of the Unit. To knowingly and willfully make any false statement or conceal any material fact in response to this audit is punishable by fine or imprisonment (*see* 18 U.S.C. § 1001; *see also* 47 CFR § 1.17), and/or forfeiture (47 U.S.C. § 503). Absent an extension of time, failure to respond to this audit letter by November 6, 2023, is also punishable by sanctions in accordance with 47

CFR § 76.77(f) and may result in a certification that the unit is not in compliance with the Commission's EEO rules for 2023.

(c) Any extension of time must be requested at least five days prior to the aforementioned deadline (via e-mail to [EB-EEO@fcc.gov](mailto:EB-EEO@fcc.gov)), should indicate the additional time the Unit believes it needs to complete its response (not to exceed 15 days), and will be granted only upon a showing of good cause. Unless and until an extension is granted, the original deadline remains in effect.

(d) Upon receipt, audit responses will be reviewed for completeness. If any questions arise or there are missing materials, EEO staff will contact you. The Enforcement Bureau no longer issues letters to licensees upon completion of our review of audit responses.

4. Please note that information submitted via ECFS is publicly available online. Accordingly, please do not include personal information in the Unit's submission, such as social security numbers, home addresses, or other personally identifiable information. The Commission does not require that MVPDs retain such information in their records, or that such information be provided in response to this audit letter.

5. Should you have any questions, contact EEO staff at (202) 418-1450 or [EB-EEO@fcc.gov](mailto:EB-EEO@fcc.gov). Thank you for your cooperation.

Sincerely,

/s/ Elizabeth Goldin

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Elizabeth E. Goldin  
Assistant Chief, Investigations & Hearings Division  
Enforcement Bureau

## OCTOBER 6, 2023 MVPD EEO AUDIT

Unit ID #	MSO	Operator	County	State
10588	ARMSTRONG UTILITIES INC.	ARMSTRONG UTILITIES, INC.	Butler	PA
EUID99012	Astrea Connect	CCI Systems, Inc.	Dickinson	MI
4265	BEE LINE, INC.	BEE LINE, INC.	Somerset	ME
12273	BREEZELINE	COGECO US (CT), LLC D/B/A BREEZELINE	Windham	CT
11091	CABLE CO-OP, INC.	CABLE CO-OP, INC.	LORAIN	OH
12784	CABLE ONE, INC.	CABLE ONE, INC.	Webster	LA
4686	CABLE ONE, INC.	CABLE ONE, INC.	Dyer	TN
990166	CABLEVISION SYSTEMS CORPORATION - HEADQUARTERS	CABLEVISION SYSTEMS CORP	Nassau	NY
2805	CASS CABLE TELEVISION	CASS CABLE TV, INC.	Cass	IL
12013	CEQUEL COMMUNICATIONS, LLC	SUDDENLINK COMMUNICATIONS	Pitt	NC
7994	CITY OF WYANDOTTE DEPT. OF MUNICIPAL SERVICE		Wayne	MI
010355	CLARITY TELECOM, LLC	BLUEPEAK	Nobles	MN
52684	COBRIDGE BROADBAND, LLC	CABLE ONE, INC.	Franklin	MO
12255	COMCAST CABLE COMMUNICATIONS, LLC.	COMCAST CABLE COMMUNICATIONS, LLC.	Harris	TX
10163	COMMUNITY ANTENNA SERVICE, INC.	COMMUNITY ANTENNA SERVICE, INC.	WOOD	WV
12809	COMPUTER 5*, INC. D/B/A LOCALTEL COMMUNICATIONS	LOCALTEL COMMUNICATIONS	Chelan	WA
407	COX COMMUNICATIONS CALIFORNIA, LLC	COX COMMUNICATIONS INC	Santa Barbara	CA

## OCTOBER 6, 2023 MVPD EEO AUDIT

Unit ID #	MSO	Operator	County	State
12299	GRANDE COMMUNICATIONS NETWORKS, INC.	GRANDE COMMUNICATIONS NETWORKS, LLC	Travis	TX
12267	GRANDE COMMUNICATIONS NETWORKS, INC.	GRANDE COMMUNICATIONS NETWORKS, LLC	BROWN	TX
EUID00011	KNOLOGY, INC	KNOLOGY, INC	Chambers	AL
11428	MEDIACOM COMMUNICATIONS CORPORATION	MEDIACOM COMMUNICATIONS CORPORATION	Des Moines	IA
10125	MUSCATINE POWER AND WATER	MUSCATINE POWER & WATER	Muscatine	IA
12041	NORTHLAND CABLE TELEVISION INC	EAGLE BROADBAND INVESTMENTS LLC	Dickinson	KS
508617	NORTHWEST IOWA TELEPHONE	NORTHWEST IOWA TELEPHONE	WOODBURY	IA
12760	PENCOR SERVICES, INC.	BRC NEWBERRY	York	PA
11838	RCN TELECOM SERVICES, LLC	RCN TELECOM SERVICES, LLC	Mercer	NJ
10805	RUNESTONE TELEPHONE ASSOCIATION		Grant	MN
12280	SHENANDOAH CABLE TELEVISION, LLC	SHENANDOAH CABLE TELEVISION, LLC	Wyoming	WV
1400	SJOBERG'S INC.	SJOBERG'S INC	Pennington	MN
13558	TIME WARNER CABLE	CHARTER COMMUNICATIONS	Orange	CA
13538	TIME WARNER CABLE	CHARTER COMMUNICATIONS	Franklin	OH
12907	WIDOPENWEST NETWORKS, LLC	WIDOPENWEST MICHIGAN, LLC	Oakland	MI
10692	WIRE TELE-VIEW CORPORATION	WIRE TELE-VIEW	Schuylkill	PA